

GROWTH AND MOBILITY OF APPROVED GUIDANCE COUNSELORS
IN IOWA PUBLIC SCHOOLS BETWEEN 1965 AND 1968

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by
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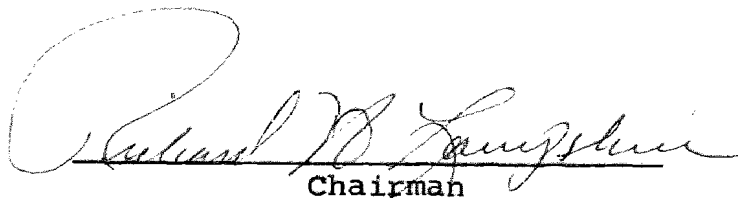
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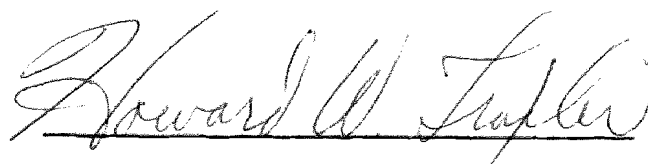
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Approved by Committee:


Chairman





Dean of the Graduate Division

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CHAPTER I

INTRODUCTION

When our society was predominantly rural the guidance of students was handled by teachers and administrators. Gradually school personnel felt the need for a counselor or counselors as a part of their faculty. Today counselors are a necessity in our school systems. Thus, many teachers entered the field of educational guidance to become certified guidance counselors. The Sixty-first General Assembly of the State of Iowa enacted the following:

Every high school shall employ, or share with one (1) or more other high schools the employment of at least one (1) professionally trained guidance counselor. At least one (1) such counselor shall be employed full time for every three hundred (300) high school students or major fraction thereof in such high school or high schools.¹

Two years later the Sixty-second General Assembly of the State of Iowa deleted the above from the law, and inserted the following:

The state board shall specify the classification of high schools that shall employ one or more full-time

¹Sixty-first General Assembly of the State of Iowa, State of Iowa 1965 Acts and Joint Resolutions Passed at the Regular Session of the Sixty-first General Assembly of the State of Iowa, (State of Iowa, 1965), p. 363.

guidance counselors and the classification that may employ a part-time guidance counselor. The state board shall classify the various high schools by the number of students in attendance and any other standards that are appropriate. The state board shall also take into account the number of professionally trained guidance counselors available.¹

The above actions by the legislature focused attention on the importance of guidance personnel in our educational program.

A major shortage of approved counselors exists in the state of Iowa, but Iowa is not unique in this condition. During 1965 the colleges and universities in the United States granted degrees to forty-two hundred counselors; however, this same year forty-five hundred left the field of educational guidance for industry, business, or retirement.²

I. NEED FOR THE STUDY

Counseling is a rather new field in Iowa's public schools and many criticisms based on assumptions or biased

¹Sixty-second General Assembly of the State of Iowa, State of Iowa 1965 Acts and Joint Resolutions Passed at the Regular Session of the Sixty-second General Assembly of the State of Iowa, (State of Iowa, 1967), p. 466.

²Statement by Dr. Stuart C. Tiedeman, Drake University. Personal interview, May 10, 1966.

opinions exist. The need for this study is based on the fact that there is an immense shortage of approved guidance counselors in Iowa's public schools. It seems reasonable to assume that the counselor should remain in a school system for more than one year in order to better understand the students and the locality. Analyzing the growth and mobility trend over a three year period is important to prospective counselors and administrators. Colleges and universities can utilize this information in their program of educating approved counselors. The Iowa State Department of Public Instruction has expressed a need for the study.

II. PURPOSE OF THIS STUDY

The purpose of this study was to determine the growth and mobility or turnover of approved guidance counselors in Iowa's public school districts over a three year period. The objectives were as follows:

1. To determine the number of employed approved counselors who moved to a larger enrollment group in Iowa.
2. To determine the number of employed approved

counselors who moved to a smaller enrollment group in Iowa.

3. To determine the number of employed approved counselors who moved to another district the same size.
4. To determine the number of approved counselors who left Iowa or the field of public school counseling.
5. To determine the increase in the number of employed approved counselors.
6. To determine the number of school districts that employed approved counselors.
7. To determine the number of employed approved counselors who established tenure.

III. PROCEDURE

After reviewing related studies, and following discussions with officials of the Iowa State Department of Public Instruction, material was gathered for the study.

Data for the academic years 1964-65, 1965-66, 1966-67, and 1967-68, were gathered from the "Employed Approved

Counselors in Iowa" and "Data on Iowa Schools" issued by the Iowa State Department of Public Instruction. Data for the above mentioned years were also gathered from the "Director of Iowa High Schools" published by the Iowa Association of School Boards, Incorporated. These data were cross checked for accuracy with the files and cards in the office of the Iowa State Department of Public Instruction.

Forms were developed to record the name of each high school district in the state and the name or names of their employed approved counselors showing the growth, mobility and tenure between 1965 and 1968. This information was classified into three separate categories according to the high school enrollment for the 1965-66 academic year. These three groups are as follows: Group A, 600 or more; Group B, 300 through 599; Group C, 1 through 299. Due to reorganization the number of high school districts did not remain constant in all groups. These changes are noted in the tables.

From these data, tables were compiled listing each school district in alphabetical order by group and the number of employed approved counselors was shown each year

by a number. If a school did not employ an approved counselor a zero was used. Tenure was also shown on a yearly basis by indicating the number of counselors who had been in the system more than one year.

Percentages of growth and mobility of employed approved counselors were evolved from the above mentioned forms and tables. Related factors were also stated.

IV. LIMITATIONS

The study included each of the high school districts in Iowa for a three year period. This field report encompassed only employed approved guidance counselors and does not include temporary certified counselors or teacher counselors. Also, no attempt was made to ascertain why an individual counselor either remained or left his respective school district.

V. DEFINITION OF TERMS

In order that the reader may more easily interpret the language used in this field report, certain terms have been defined as follows:

Mobility. Mobility is defined as the moving from one public school district to another, leaving the public school counseling field, or leaving the state of Iowa.

Approved counselors. Approved counselors are certified teachers who meet the educational requirements in guidance established by the Iowa State Department of Public Instruction. The certification requirements are as follows:

1. The individual must be a holder of a valid Iowa Teaching Certificate endorsed for either the elementary or secondary level.
2. He must have completed an approved Master's Degree program in Guidance and Counseling from an institution acceptable to the Department of Public Instruction.
3. He must have demonstrated two years successful teaching experience.
4. He must have the recommendation of the preparing institution for counselor approval.¹

¹Statement by James E. Forsyth, Consultant, Guidance Services, State Department of Public Instruction. Personal interview, December 26, 1968.

VI. REVIEW OF LITERATURE

The following review of literature is related to the counselor or counseling.

Since guidance counseling is a rapidly growing area, there is the possibility of intangible weakness in this field. "Before a guidance program can be successful it must have the support of the community, the school board, the administration, and the instructional staff."¹

"School counseling is one of the fastest growing fields of education. The number of people directly and tangentially involved in it is increasing enormously."² The major concern over the vast growth is that all understanding, investigation and the necessity for philosophical thinking will fall by the way-side.³

¹Duane Brown, Statewide Survey of Guidance Services in Iowa, (State of Iowa, 1968), 9.

²Paul Nash, "Some Notes Toward a Philosophy of School Counseling", The Personnel and Guidance Journal, Vol. XLIII (November, 1964), 243.

³Ibid.

A guidance program can be little better than the school counselor. A good school counselor is a product of his experience, his personal strength and the quality of the educational program where he completed his program of studies.¹

Guidance programs have developed different formats throughout the years. Early guidance was mainly the individual type, then the pendulum shifted toward group guidance, back to the individual, and now we are approaching the group philosophy in part.² Education itself is going through a far-ranging energetic overhaul. Our national government's attitude toward poverty will have a tremendous effect on education and ample counseling must be a part of this program.³

Necessity has always been the mother of invention and she is certainly knocking loudly at our door right now and demanding how we are going to provide the amount and quality of counseling which somehow needs to be done for our boys and girls, young

¹Brown, op. cit., p. 19.

²C. C. Dunsmoor, "Counselor-----or What?", The Personnel and Guidance Journal, Vol. XLIII (October, 1964), 137.

³Ibid., p. 136.

men and young women----the most valuable assets
of our respective communities----each worth,
on the average a cool \$200,000.¹

¹Ibid., p. 137.

CHAPTER II

RATE OF GROWTH AND MOBILITY OF APPROVED COUNSELORS

The growth and mobility of approved counselors in the State of Iowa was due to many factors. The legislation by the General Assembly of the State of Iowa and endorsement by the State Department of Public Instruction, as stated in Chapter I were responsible for the actions taken by the school districts in attempting to reach the stated goals. Among the factors influencing mobility were the newness of guidance as a separate field in education and the competition among employers in securing guidance personnel. Many schools employed temporary approved counselors and teacher counselors, some of whom were working toward full approval. This study includes only those employed as approved counselors.

Three categories were arbitrarily established for the study according to high school enrollment for the 1965-66 school year. Group A, as seen in Table I, was composed of high schools that had an enrollment of 600 or more, Group B included schools with an enrollment of 300 through 599, and Group C schools had enrollments of 1 through

299. The enrollment of the high schools did not remain constant throughout the study; however, the districts remained in the same category. An exception to this was those school districts which changed through reorganization. New school districts formed because of reorganization were placed in one of the three categories according to their enrollment for the first year of operation. Group C had a decrease of five school districts during the study because of reorganization. Group B had an increase of one, while Group A remained the same.

TABLE I

TOTAL NUMBER OF IOWA PUBLIC HIGH SCHOOL DISTRICTS

School Year	Group A Enrollment 600 or More	Group B Enrollment 300 through 599	Group C Enrollment 1 through 299
1964-65	39	95	325
1965-66	39	96	323
1966-67	39	96	320
1967-68	39	96	320

The remaining tables clearly indicate the growth and mobility of approved guidance counselors in Iowa's public school districts. Each group is explained in detail.

I. GROUP A: ENROLLMENT OF 600 OR MORE

Group A, which included all public school districts with a high school enrollment of 600 or more, reflects a modest rate of mobility and growth.

The school districts were listed in alphabetical order. The number of employed approved counselors in each district was listed for each year as seen in Table II. Tenure was also shown on a yearly basis. The number of counselors who remained in the district the succeeding year was shown in the tenure classification.

Table II indicates the growth and mobility of approved counselors in the 39 Iowa public school districts listed. The number of counselors who remained in a school system from the previous year can accurately be determined by comparing the tenure number of one year with the total employed the previous year. As an example, Albia employed

TABLE II

NUMBER OF EMPLOYED APPROVED COUNSELORS IN IOWA PUBLIC SCHOOLS
HIGH SCHOOL ENROLLMENT OF 600 OR MORE FOR 1965-68

School District	1964-65	1965-66	1966-67	1967-68
Albia	2	2	1	2
	Tenure ^a	1	1	1
Ames	7	8	8	9
	Tenure	7	8	7
Atlantic	2	2	2	2
	Tenure	2	2	2
Bettendorf	4	4	4	5
	Tenure	3	3	4
Boone	3	3	3	4
	Tenure	3	3	2
Burlington	7	8	9	10
	Tenure	7	8	9
Cedar Falls	7	6	9	11
	Tenure	6	5	8
Cedar Rapids	24	26	26	32
	Tenure	23	21	23
Centerville	2	2	2	2
	Tenure	2	2	2
Charles City	1	1	2	2
	Tenure	1	1	1
Clinton	4	6	6	7
	Tenure	4	5	6
Council Bluffs	10	10	10	12
	Tenure	8	7	8
Davenport	25	27	26	31
	Tenure	22	22	22
Davis Co.	0	0	1	1
	Tenure	0	0	1
Des Moines	41	37	44	56
	Tenure	35	34	38
Dubuque	3	4	10	8
	Tenure	2	4	7

TABLE II (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Fairfield . . .	3	3	2	2
	Tenure	2	2	2
Fort Dodge . . .	4	4	4	6
	Tenure	4	4	4
Fort Madison . .	2	2	2	3
	Tenure	2	2	2
Howard-	1	1	1	2
Winneshiek. . .	Tenure	0	1	0
Independence	1	2	3	2
Ind	Tenure	1	2	2
Iowa City . . .	9	7	9	7
	Tenure	3	7	6
Keokuk	5	5	7	7
	Tenure	3	4	5
Marshalltown . .	6	6	8	10
	Tenure	6	4	7
Mason City Ind .	6	5	9	10
	Tenure	5	5	8
Mt. Pleasant . .	2	2	2	2
	Tenure	2	2	2
Muscatine . . .	4	3	4	6
	Tenure	3	3	3
New Hampton . .	1	1	3	1
	Tenure	1	1	1
Newton	5	5	6	8
	Tenure	4	5	6
Osage	1	1	2	2
	Tenure	1	1	1
Oskaloosa . . .	3	2	2	3
	Tenure	2	2	2
Ottumwa	2	6	8	8
	Tenure	1	6	8
Red Oak	2	2	1	1
	Tenure	2	1	1
Sioux City Ind .	22	19	24	23
	Tenure	17	12	17

TABLE II (Continued)

School District	1964-65	1965-66	1966-67	1967-68
South Tama Co. .	2	2	2	3
Tenure		2	2	1
Waterloo Ind . .	19	24	22	25
Tenure		17	19	20
Webster City . .	3	3	3	4
Tenure		3	2	1
West Dela-	2	2	2	2
ware Co . . .	Tenure	2	2	2
West Des Moines .	4	4	4	5
Tenure		4	4	4

^aTenure indicates number of counselors remaining in system from previous year.

2 approved counselors the 1964-65 school year and only 1 remained in the system in that capacity for the 1965-66 school year. School districts with the greatest mobility were Des Moines, Iowa City, and Sioux City. Sioux City had two successive years in which seven employed approved counselors left their guidance positions. Approximately 85 per cent of the employed approved counselors remained in the same school district during the duration of this study.

The increase or decrease in the number of employed approved counselors can be determined for each school district by comparing the number of employed approved counselors for each school year. As an example, Ames employed 7 for the 1964-65 school year, 8 were employed the following two school years, and 9 the final year of this study; a total overall increase of two counselors. The school districts that had a total increase in one year of six or more approved counselors during the year of the study were Cedar Rapids, Davenport, Des Moines, Ottumwa, and Waterloo. Des Moines had the greatest increase with a total of fifteen more approved counselors employed in 1967-68 than in 1964-65. Des Moines also had the largest increase

in any one year, twelve more counselors for the 1967-68 school year compared to the 1966-67 school year. Des Moines also had the distinction of the largest decrease in a year. This district employed 41 approved counselors in 1964-65 and the total employed dropped to 37 for the 1965-66 school year.

The fluctuation that occurred in the total employed in each district can easily be identified by studying the table. The Sioux City School District is a good example of fluctuation. There were 22 employed approved counselors the first year of the study, 19 employed counselors the second year, 24 employed counselors the third year, and 23 employed counselors the fourth year.

All the school districts in Group A, except the Davis County School District, employed an approved counselor for each of the school years studied.

The study found that 251 approved counselors were employed in this group of 39 school districts for the 1964-65 school year. The mobility or turnover following that school year, as seen in Table III, was 38, a rate of 15.1 per cent. Thirty four or 13.5 per cent of the approved

TABLE III

MOBILITY OF IOWA PUBLIC SCHOOL APPROVED COUNSELORS
IN NUMBERS AND PERCENTAGES FOR DISTRICTS WITH
HIGH SCHOOL ENROLLMENT OF 600 OR MORE

School Year	Total Number Counselors Employed	Total Mobility Counselors		Leaving Public School Counseling		Counselors Moved to Group C		Counselors Moved to Group B		Counselors Moved Within Group A	
		No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent
1964-65	251	38	15.1	34	13.5	2	0.8	0	0.0	2	0.8
1965-66	257	35	13.6	34	13.2	0	0.0	0	0.0	1	0.4
1966-67	293	49	16.7	44	15.0	2	0.7	1	0.3	2	0.7

counselors left the field of Iowa public school counseling. Two or 0.8 per cent moved to a Group C school district, and 2 or 0.8 per cent moved to another Group A school district.

The mobility or turnover following the 1965-66 school year was 35, a rate of 13.6 per cent. The study showed that 34 or 13.2 per cent of the approved counselors left the field of Iowa public school counseling. One or 0.4 per cent moved to another Group A school district.

The mobility following the 1966-67 school year was 49, a rate of 16.7 per cent. Forty-four or 15.0 per cent of the approved counselors left the field of Iowa public school counseling. Two or 0.7 per cent moved to a Group C school district, 1 or 0.3 per cent moved to a Group B school district, and 2 or 0.7 per cent moved to another Group A school district.

Replacements to reach the 257 employed approved counselors for the 1965-66 school year, as seen in Table IV, were as follows: 36 or 14.0 per cent were employed for the first time as approved counselors, 4 or 1.6 per cent came from a Group C school district, 2 or 0.8 per cent came from

TABLE IV

GROWTH AND REPLACEMENT OF IOWA PUBLIC SCHOOL APPROVED COUNSELORS
IN NUMBERS AND PERCENTAGES FOR DISTRICTS WITH
HIGH SCHOOL ENROLLMENT OF 600 OR MORE

School Year	Total Number Counselors Employed	First Time Employed Counselors		Counselors Moved From Group C		Counselors Moved From Group B		Counselors Moved Within Group A		Increase From Previous Year	
		No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent
1965-66	257	36	14.0	4	1.6	2	0.8	2	0.8	6	2.4
1966-67	293	65	22.2	4	1.4	1	0.3	1	0.3	36	14.0
1967-68	336	81	24.1	5	1.5	4	1.2	2	0.6	43	14.7

a Group B school district, and 2 or 0.8 per cent came from another Group A school district. The increase in the number of employed approved counselors over the previous year was 6 or 2.4 per cent. First time employed approved counselors refer to individuals who were employed in that capacity during the years of this study. Any approved counselor who left the field for one or more years and reentered the field of Iowa public school counseling during this study was considered as being a first time employed approved counselor.

There were 293 approved counselors employed in this group for the 1966-67 school year. Replacements to reach that total were as follows: 65 or 22.2 per cent were employed for the first time as approved counselors, 4 or 1.4 per cent came from a Group C school district, 1 or 0.3 per cent came from a Group B school district, and 1 or 0.3 per cent came from another Group A school district. The increase in the number of employed approved counselors over the previous year was 36 or 14.0 per cent.

There were 336 approved counselors employed in this group for the 1967-68 school year. Replacements to reach

the 336 total for that year were as follows: 81 or 24.1 per cent were employed for the first time as approved counselors, 5 or 1.5 per cent came from a Group C school district, 4 or 1.2 per cent came from a Group B school district, and 2 or 0.6 per cent came from another Group A school district. The increase in the number of employed approved counselors over the previous year was 43 or 14.7 per cent.

For the entire three years, Group A showed a turnover of 122, a rate of 15.2 per cent, as seen in Table V. The total increase for the three year period was 85 counselors, a rate of 10.6 per cent. The number of approved counselors who remained in a Group A school system for two consecutive years was 101, for three consecutive years was 53, and for four consecutive years was 156.

II. GROUP B: ENROLLMENT OF 300 THROUGH 599

Group B, which included all public school districts with a high school enrollment of 300 through 599, reflects a modest rate of mobility and a low rate of growth.

The school districts were listed in alphabetical

TABLE V
MOBILITY, GROWTH, AND TENURE OF GUIDANCE
COUNSELORS IN IOWA PUBLIC SCHOOLS

School District Groups	Total Counselor Mobility 1964-67		Total Counselor Increase 1965-68		Counselor Tenure Consecutive years of service		
	No.	Per cent	No.	Per cent	For 2 yrs.	For 3 yrs.	For 4 yrs.
Group A	122	15.2	85	10.6	101	53	156
Group B	76	21.6	30	8.5	57	39	46
Group C	110	31.6	37	10.6	74	35	35

order. The number of employed approved counselors in each district was listed for each year, as seen in Table VI. Tenure was also shown on a yearly basis. The number of counselors who remained in the district the succeeding year was shown in the tenure classification.

Most of the districts in this group employed only one approved counselor. The counselor tenure can be determined by comparing the tenure number of one school year with the total number of employed counselors of the previous school year. Algona employed 2 approved counselors for the 1964-65 school year and the tenure classification for the 1965-66 school year indicates that both remained in the system, thus no mobility occurred. The Jefferson School District employed 2 approved counselors for the 1964-65 school year. Both of these counselors left the system at the end of that school year, therefore no tenure was established.

The increase or decrease in the number of employed approved counselors can be determined for each school district by comparing the number of employed approved counselors for each school year. The Urbandale School

TABLE VI

NUMBER OF EMPLOYED APPROVED COUNSELORS IN IOWA
PUBLIC SCHOOLS HIGH SCHOOL ENROLLMENT
OF 300 THROUGH 599 FOR 1965-68

School District	1964-65	1965-66	1966-67	1967-68
Akron	0	0	1	1
	Tenure ^a	0	0	1
Algona	2	2	2	1
	Tenure	2	2	1
Allamakee	1	1	1	2
	Tenure	1	1	1
Anamosa	1	1	1	1
	Tenure	1	1	1
Ankeny	2	3	2	2
	Tenure	2	2	0
Audubon	2	2	2	2
	Tenure	1	2	2
Avoha	0	0	0	0
	Tenure	0	0	0
Bedford	0	1	0	0
	Tenure	0	0	0
Belmond	1	1	1	1
	Tenure	1	1	0
Britt	1	1	1	1
	Tenure	0	1	1
Central Clayton .	1	1	1	1
	Tenure	1	1	1
Central Clinton .	0	1	1	1
	Tenure	0	1	1
Central Decatur .	1	1	1	2
	Tenure	1	1	1
Central Lee . . .	1	1	1	1
	Tenure	1	1	1
Central Lyon . . .	0	1	0	1
	Tenure	0	0	0
Chariton	1	1	2	2
	Tenure	0	1	1

TABLE VI (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Cherokee	2	2	2	3
	Tenure	1	2	2
Clarinda	1	1	2	2
	Tenure	1	1	2
Clarke	1	1	2	3
	Tenure	0	1	2
Clear Lake	3	2	2	3
	Tenure	2	0	2
College	3	2	2	3
	Tenure	2	1	2
Corning	1	1	1	1
	Tenure	1	1	1
Creston	1	1	1	2
	Tenure	1	1	1
Decorah	0	2	2	2
	Tenure	0	2	2
Denison	2	2	2	2
	Tenure	2	2	2
Eagle Grove	2	3	4	4
	Tenure	2	2	3
East Buchanan	1	0	0	1
	Tenure	0	0	0
Estherville	1	1	2	3
	Tenure	1	1	1
Forest City	1	1	1	1
	Tenure	1	1	1
Glenwood	0	1	1	1
	Tenure	0	1	1
Grinnell-Newburg	2	2	3	3
	Tenure	1	1	3
Grundy Center	1	0	1	1
	Tenure	0	0	1
Guthrie Center	0	1	1	0
	Tenure	0	1	0
Hampton	0	1	1	0
	Tenure	0	1	0

TABLE VI (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Harlan	1	2	1	2
	Tenure	1	0	1
Humboldt	1	1	1	2
	Tenure	1	0	1
Indianola	3	3	3	3
	Tenure	3	3	3
Iowa Falls	1	2	2	2
	Tenure	1	2	1
Jefferson	2	2	2	2
	Tenure	0	2	2
Johnston	1	1	1	1
	Tenure	1	1	1
Knoxville	2	2	3	3
	Tenure	2	2	3
Lake Mills	1	1	1	1
	Tenure	1	1	0
LaPorte City	1	1	2	2
	Tenure	1	0	1
LeMars	2	2	2	1
	Tenure	2	1	0
Lewis-Central	1	1	0	1
	Tenure	1	0	0
Linn Mar	1	1	2	2
	Tenure	1	0	1
M-F-L	1	1	1	1
	Tenure	1	1	1
Maple Valley	1	1	1	1
	Tenure	1	1	1
Maquoketa	1	2	2	2
	Tenure	1	2	2
Maquoketa Valley	1	1	1	1
	Tenure	1	1	1
Marion	2	1	2	2
	Tenure	1	0	2
Marcus	1	1	1	1
	Tenure	1	1	1

TABLE VI (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Mediapolis	0	0	0	0
	Tenure	0	0	0
Missouri Valley	0	0	1	1
	Tenure	0	0	1
Monticello	0	1	1	1
	Tenure	0	1	1
Mt. Ayr	1	1	1	1
	Tenure	0	1	1
Mt. Vernon	1	1	0	1
	Tenure	1	0	0
Nevada	1	1	1	1
	Tenure	1	0	1
North Fayette Co	1	2	2	1
	Tenure	1	2	1
North Linn ^b	---	1	0	0
	Tenure	0	0	0
North Scott	2	2	2	3
	Tenure	2	2	2
North Tama Co	0	1	1	1
	Tenure	0	1	1
Northwood-Kensett	1	1	1	1
	Tenure	1	1	0
Oelwein	1	2	2	1
	Tenure	1	2	1
Pella	1	1	1	2
	Tenure	1	1	1
Perry	3	4	3	2
	Tenure	3	3	1
Riceville	0	0	0	0
	Tenure	0	0	0
Sac	1	1	1	1
	Tenure	1	1	1
St. Ansgar	1	0	1	1
	Tenure	0	0	1
Saydel	4	4	4	3
	Tenure	4	3	2

TABLE VI (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Sheldon	2	1	1	1
	Tenure	1	1	1
Shenandoah	1	1	1	1
	Tenure	1	1	1
Sibley	1	1	1	1
	Tenure	1	0	1
Sigourney	1	1	0	0
	Tenure	1	0	0
Southeast Polk	2	2	3	3
	Tenure	1	2	2
South Page	0	0	0	0
	Tenure	0	0	0
Spencer	2	2	2	3
	Tenure	2	2	2
Spirit Lake	1	1	1	1
	Tenure	1	1	1
Starmont	1	1	1	1
	Tenure	1	1	1
Storm Lake	1	1	2	3
	Tenure	1	1	2
Turkey Valley	1	0	0	0
	Tenure	0	0	0
Urbandale	1	2	2	4
	Tenure	1	2	2
Van Buren	1	0	1	1
	Tenure	0	0	1
Vinton	2	1	1	2
	Tenure	1	1	1
Wapello	0	0	1	1
	Tenure	0	0	1
Washington	2	1	2	2
	Tenure	1	1	1
Waverly-Shell Rock	3	3	3	3
	Tenure	2	3	3
West Liberty	1	1	0	1
	Tenure	1	0	0

TABLE VI (Continued)

School District	1964-65	1965-66	1966-67	1967-68
West Monona . . .	1	1	1	1
	Tenure	1	1	1
West Lyon	1	0	0	0
	Tenure	0	0	0
West Marshall . . .	1	1	1	0
	Tenure	1	1	0
West Sioux	1	1	2	0
	Tenure	1	1	0
Western Dubuque Co	1	1	1	1
	Tenure	1	1	1
Westwood	0	0	0	1
	Tenure	0	0	0
Williamsburg . . .	1	1	1	0
	Tenure	1	1	0
Winterset	1	1	1	1
	Tenure	1	0	1

^aTenure indicates number of counselors remaining in system from previous year.

^bNorth Linn School District organized for the 1965-66 school year through reorganization of Coggan, Troy Mills, and Walker School Districts.

District employed only 1 approved counselor in 1964-65 and employed 4 approved counselors for the 1967-68 school year. This was the greatest total increase for any school district in this group.

The Perry School District is the best example of fluctuation in this group. Perry employed 3 approved counselors the 1964-65 school year, 4 counselors the next school year, 3 counselors the following school year, and 2 counselors the last year of this study.

Avoha, Mediapolis, Riceville, and South Page did not employ an approved counselor during the years of this study.

The study found that 108 approved counselors were employed in this group of 95 school districts for the 1964-65 school year. The mobility or turnover following that school year, as seen in Table VII, was 23, a rate of 21.3 per cent. Nineteen or 17.6 per cent of the approved counselors left the field of Iowa public school counseling. One or 0.9 per cent moved to a Group C school district, 2 or 1.9 per cent moved to a Group A school district, and 1 or 0.9 per cent moved to another Group B school district.

TABLE VII

MOBILITY OF IOWA PUBLIC SCHOOL APPROVED COUNSELORS
IN NUMBERS AND PERCENTAGES FOR DISTRICTS WITH
HIGH SCHOOL ENROLLMENT OF 300 THROUGH 599

School Year	Total Number Counselors Employed	Total Mobility Counselors		Leaving Public School Counseling		Counselors Moved to Group C		Counselors Moved to Group A		Counselors Moved Within Group B	
		No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent
1964-65	108	23	21.3	19	17.6	1	0.9	2	1.9	1	0.9
1965-66	117	26	22.2	18	15.4	2	1.7	1	0.9	5	4.3
1966-67	127	27	21.3	21	16.5	2	1.6	4	3.1	0	0.0

The mobility or turnover following the 1965-66 school year was 26, a rate of 22.2 per cent. The study showed that 18 or 15.4 per cent of the approved counselors left the field of Iowa public school counseling. Two or 1.7 per cent moved to a Group C school district, 1 or 0.9 per cent moved to a Group A school district, and 5 or 4.3 per cent moved to another Group B school district.

The mobility following the 1966-67 school year was 27, a rate of 21.3 per cent. Twenty-one or 16.5 per cent of the approved counselors left the field of Iowa public school counseling. Two or 1.6 per cent moved to a Group C school district, and 4 or 3.1 per cent moved to a Group A school district.

Replacement to reach the 117 total employed approved counselors for the 1965-66 school year, as seen in Table VIII were as follows: 28 or 23.9 per cent were employed for the first time as approved counselors, 3 or 2.6 per cent came from a Group C school district, 1 or 0.9 per cent came from another Group B school district. The increase in the number of employed approved counselors over the previous year was 9 or 8.3 per cent. First time

TABLE VIII

GROWTH AND REPLACEMENT OF IOWA PUBLIC SCHOOL APPROVED COUNSELORS
IN NUMBERS AND PERCENTAGES FOR DISTRICTS WITH
HIGH SCHOOL ENROLLMENT OF 300 THROUGH 599

School Year	Total Number Counselors Employed	First Time Employed Counselors		Counselors Moved From Group C		Counselors Moved From Group A		Counselors Moved Within Group B		Increase From Previous Year	
		No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent
1965-66	117	28	23.9	3	2.6	0	0.0	1	0.9	9	8.3
1966-67	127	28	22.0	3	2.4	0	0.0	5	3.9	10	8.5
1967-68	138	31	22.5	6	4.3	1	0.7	0	0.0	11	8.7

employed approved counselors refer to individuals who were employed in that capacity during the years of this study. Any approved counselor who left the field for one or more years and reentered the field of Iowa public school counseling during this study was considered as being a first time employed approved counselor.

There were 127 approved counselors employed in the group for the 1966-67 school year. Replacements to reach that total were as follows: 28 or 22.0 per cent were employed for the first time as approved counselors, 3 or 2.4 per cent came from a Group C school district, and 5 or 3.9 per cent came from another Group B school district. The increase in the number of employed approved counselors over the previous year was 10 or 8.5 per cent.

There were 138 approved counselors employed in this group for the 1967-68 school year. Replacements to reach the 138 total for that year were as follows: 31 or 22.5 per cent were employed for the first time as approved counselors, 6 or 4.3 per cent came from a Group C school district, 1 or 0.7 per cent came from a Group A school district. The increase in the number of employed approved

counselors over the previous year was 11 or 8.7 per cent.

For the entire three years, Group B showed a turnover of 76, a rate of 21.6 per cent as seen in Table V, page 24. The total increase for the three year period was 30 counselors, a rate of 8.5 per cent. The number of approved counselors who remained in a Group B school system for two consecutive years was 57, for three consecutive years was 39, and for four consecutive years was 46.

III. GROUP C: ENROLLMENT OF 1 THROUGH 299

Group C, which included all public school districts with a high school enrollment of 1 through 299, reflects a high rate of mobility and a modest rate of growth.

The school districts were listed in alphabetical order. The number of employed approved counselors in each district was listed for each year, as seen in Table IX. Tenure was also shown on a yearly basis. The number of counselors who remained in the district the succeeding year was shown in the tenure classification.

The table clearly indicates that many school districts did not employ an approved counselor. There were 136 school

TABLE IX

NUMBER OF EMPLOYED APPROVED COUNSELORS IN IOWA
PUBLIC SCHOOLS HIGH SCHOOL ENROLLMENT
OF 1 THROUGH 299 FOR 1965-68

School District	1964-65	1965-66	1966-67	1967-68
A.C.L.	1	1	1	0
	Tenure ^a	1	0	0
Ackley-Geneva . .	1	1	1	1
	Tenure	1	1	1
Adair-Casey . . .	0	0	0	1
	Tenure	0	0	0
Adel	0	2	1	0
	Tenure	0	0	0
Albert City-	0	1	1	1
Truesdale . . .	Tenure	0	1	0
Alburnett	1	1	1	1
	Tenure	0	1	1
Alden	1	1	1	1
	Tenure	1	1	1
Allison-Bristow .	0	0	1	1
	Tenure	0	0	1
Alta	1	1	1	0
	Tenure	1	1	0
Amana	0	0	0	0
	Tenure	0	0	0
Andrew	0	0	0	0
	Tenure	0	0	0
Anita	0	0	0	0
	Tenure	0	0	0
Anthon-Oto	0	0	0	0
	Tenure	0	0	0
Aplington	1	1	1	0
	Tenure	1	0	0
Ar-We-Va	0	0	1	1
	Tenure	0	0	1
Armstrong	1	1	1	0
	Tenure	1	1	0

TABLE IX (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Arnolds Park . . .	0	0	0	0
	Tenure	0	0	0
Aurelia	0	0	0	0
	Tenure	0	0	0
Ayrshire	0	0	0	0
	Tenure	0	0	0
Ballard	1	1	1	1
	Tenure	0	1	1
Battle Creek . . .	0	0	0	0
	Tenure	0	0	0
Baxter	0	0	0	1
	Tenure	0	0	0
Bayard	0	0	1 ^b	1 ^b
	Tenure	0	0	1
Beaman-Conrad . .	1	1	0	0
	Tenure	0	0	0
Belle Plaine . . .	1	1	1	1
	Tenure	0	1	0
Bellevue	0	0	0	0
	Tenure	0	0	0
Bennett	0	0	0	0
	Tenure	0	0	0
Benton	0	1	2	2
	Tenure	0	1	1
Blakesburg	1	1	0	0
	Tenure	1	0	0
Bondurant-Farrar .	1	0	0	0
	Tenure	0	0	0
Boone Valley . . .	1	0	0	0
	Tenure	0	0	0
Boyden-Hull . . .	1	1	0	0
	Tenure	1	0	0
Bridgewater-	0	1	0	0
Fontanelle . .	Tenure	0	0	0
Brooklyn-Guernsey-	0	0	0	0
Malcom	Tenure	0	0	0

TABLE IX (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Buffalo Center . .	1	1	1	1
	Tenure	0	1	0
Burt	0	0	0	0
	Tenure	0	0	0
C and M	0	0	0	0
	Tenure	0	0	0
CAL	0	0	0	0
	Tenure	0	0	0
Calamus	0	0	0	1
	Tenure	0	0	0
Camanche	0	0	0	1
	Tenure	0	0	0
Cambria-Corydon ^C .	1	1	1	1
	Tenure	1	1	0
Cardinal	0	1	1	1
	Tenure	0	1	1
Carlisle	1	1	1	1
	Tenure	1	1	1
Carroll	0	1	1	1
	Tenure	0	1	1
Carson-Macedonia .	0	0	1	1
	Tenure	0	0	1
Cedar Valley . . .	0	1	1	0
	Tenure	0	1	0
Center Point . . .	0	0	0	0
	Tenure	0	0	0
Central City . . .	0	0	0	0
	Tenure	0	0	0
Central Dallas . .	1	0	0	0
	Tenure	0	0	0
Central Webster .	1	1	1	0
	Tenure	1	1	0
Charter Oak-Ute .	0	0	0	0
	Tenure	0	0	0
Clarence	0	0	0	1 ^b
	Tenure	0	0	0

TABLE IX (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Clarion	0	0	1	1
	Tenure	0	0	0
Clarksville . . .	0	0	0	0
	Tenure	0	0	0
Clay Central . .	1	1	0	0
	Tenure	1	0	0
Clear Creek . . .	0	0	1	0
	Tenure	0	0	0
Clearfield	0	0	0	1
	Tenure	0	0	0
Coggon ^d	1	---	---	---
	Tenure	---	---	---
Colfax	0	0	1 ^b	1 ^b
	Tenure	0	0	1
Collins	0	0	0	0
	Tenure	0	0	0
Colo	0	0	0	0
	Tenure	0	0	0
Columbus	1	1	1	1
	Tenure	1	1	1
Coon Rapids . . .	1	0	0	1
	Tenure	0	0	0
Correctionville ^e .	0	0	---	---
	Tenure	0	---	---
Corwith-Wesley . .	0	0	1	1
	Tenure	0	0	1
Crestland	1	0	0	1
	Tenure	0	0	0
Cushing ^e	0	0	---	---
	Tenure	0	---	---
Cylinder ^f	0	0	---	---
	Tenure	0	---	---
Dallas Center . .	0	1	0	0
	Tenure	0	0	0
Danville	0	0	0	0
	Tenure	0	0	0

TABLE IX (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Dayton	0	0	0	1
	Tenure	0	0	0
Deep River-	0	0	1	1
Millersburg . .	Tenure	0	0	1
Delwood	0	0	0	0
	Tenure	0	0	0
Denver	0	0	0	0
	Tenure	0	0	0
Dexfield	0	0	0	1
	Tenure	0	0	0
Diagonal	1	1	1	0
	Tenure	1	1	0
Dike	1	1	1	1
	Tenure	1	1	1
Dow City-Arion . .	0	0	0	0
	Tenure	0	0	0
Dows	0	0	0	0
	Tenure	0	0	0
Dumont	1	1	0	0
	Tenure	1	0	0
Dunkerton	0	0	0	0
	Tenure	0	0	0
Dunlap	0	1	1	1
	Tenure	0	1	1
Durant	0	0	1	0
	Tenure	0	0	0
Dysart	1 ^b	1 ^b	1 ^b	1 ^b
	Tenure	1	1	1
Earlham	0	0	0	0
	Tenure	0	0	0
East Greene	0	0	0	1
	Tenure	0	0	0
East Monona	0	0	0	0
	Tenure	0	0	0
Eastwood ^e	---	---	0	0
	Tenure	---	0	0

TABLE IX (Continued)

School District	1964-65	1965-66	1966-67	1967-68
East Union	0	0	0	0
	Tenure	0	0	0
Eastern Allamakee	0	0	0	0
	Tenure	0	0	0
Eddyville	0	0	1	0
	Tenure	0	0	0
Edgewood-Colesburg	1	1	1	1
	Tenure	1	1	1
Eldora	1	1	1	1
	Tenure	0	0	1
Elk Horn-	0	0	0	0
Kimballton . .	Tenure	0	0	0
Emmetsburg	1	2	0	1
	Tenure	1	0	0
English Valleys .	1	1	1	1
	Tenure	1	0	1
Essex	0	0	1	1
	Tenure	0	0	1
Everly	0	0	0	0
	Tenure	0	0	0
Exira	0	1	1	1
	Tenure	0	1	1
Farragut	0	1	1	1
	Tenure	0	1	1
Fayette	0	0	0	0
	Tenure	0	0	0
Floyd Valley . . .	1	1	1	1
	Tenure	1	1	1
Fonda	0	0	1 ^b	1 ^b
	Tenure	0	0	1
Fox Valley	1	1	1	0
	Tenure	1	1	0
Fredericksburg . .	0	0	0	0
	Tenure	0	0	0
Fremont	0	0	1	0
	Tenure	0	0	0

TABLE IX (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Fremont-Mills . .	1	1	0	0
	Tenure	1	0	0
Galva	0	0	1 ^b	1 ^b
	Tenure	0	0	1
Garnavillo	0	1 ^b	0	0
	Tenure	0	0	0
Garner-Hayfield .	1	1	1	1
	Tenure	1	0	1
Garrison Cons . .	1 ^b	1 ^b	1 ^b	1 ^b
	Tenure	1	1	1
Garwin	0	0	0	0
	Tenure	0	0	0
Geneseo ^g	1	0	---	---
	Tenure	0	---	---
George	0	0	0	1
	Tenure	0	0	0
Gilbert	0	0	0	0
	Tenure	0	0	0
Gilmore City-	0	0	1	1
Bradgate . . .	Tenure	0	0	0
Gladbrook	0	0	0	0
	Tenure	0	0	0
Glidden-Ralston .	1	1	1	1
	Tenure	1	1	1
Goldfield	0	1	1	0
	Tenure	0	1	0
Graettinger . . .	0	0	0	0
	Tenure	0	0	0
Grand	0	1	0	0
	Tenure	0	0	0
Grand Valley . . .	0	0	0	0
	Tenure	0	0	0
Green Mt.	0	0	0	0
	Tenure	0	0	0
Greene	0	0	1	1
	Tenure	0	0	1

TABLE IX (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Greenfield . . .	0	0	0	0
	Tenure	0	0	0
Griswold	0	1	1	1
	Tenure	0	1	1
Guttenberg	1	1 ^b	0	1
	Tenure	0	0	0
H.L.V.	1	1	0	0
	Tenure	1	0	0
Hamburg	0	1	1	0
	Tenure	0	1	0
Harmony	1	1	1	1
	Tenure	1	1	0
HarrisLake Park .	0	0	0	0
	Tenure	0	0	0
Hartley	1	1	1	1
	Tenure	1	1	1
Havelock-Plover .	0	0	0	0
	Tenure	0	0	0
Hedrick	0	0	0	0
	Tenure	0	0	0
Highland	0	1	1	1
	Tenure	0	1	1
Hinton	0	0	1	0
	Tenure	0	0	0
Holstein	1	1	1 ^b	1 ^b
	Tenure	1	1	1
Hubbard	0	0	0	0
	Tenure	0	0	0
Hudson	1	1	0	0
	Tenure	1	0	0
Ida Grove	1	0	0	0
	Tenure	0	0	0
Interstate 35 . .	0	1	1	0
	Tenure	0	0	0
Iowa Valley . . .	1	1	0	0
	Tenure	1	0	0
Irwin	0	1	0	0
	Tenure	0	0	0

TABLE IX (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Janesville	0	0	0	0
	Tenure	0	0	0
Jesup	0	0	1	1
	Tenure	0	0	1
Kanawha	0	1 ^b	1 ^b	1 ^b
	Tenure	0	1	0
Keota	1	0	0	0
	Tenure	0	0	0
Kingsley-Pierson .	1	1	1	1
	Tenure	1	1	1
Klemme	0	1 ^b	1 ^b	1 ^b
	Tenure	0	1	0
LDF	0	0	0	1
	Tenure	0	0	0
Lake City	1	1	0	1
	Tenure	1	0	0
Lake View-Auburn .	0	0	0	0
	Tenure	0	0	0
Lakota	0	0	0	0
	Tenure	0	0	0
Lamoni	0	0	0	0
	Tenure	0	0	0
Laurens	0	0	1	1
	Tenure	0	0	1
Lawton-Bronson . .	0	0	0	0
	Tenure	0	0	0
Ledyard	0	0	0	0
	Tenure	0	0	0
Lenox	0	0	0	1
	Tenure	0	0	0
Lincoln Central .	0	0	0	0
	Tenure	0	0	0
Lincoln	1	1	0	0
	Tenure	1	0	0
Lisbon	0	0	0	0
	Tenure	0	0	0
Little Rock . . .	0	0	0	0
	Tenure	0	0	0

TABLE IX (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Logan-Magnolia . .	0	1	1	1
	Tenure	0	1	1
Lohrville	0	0	0	0
	Tenure	0	0	0
Lone Tree	1	1	1	1
	Tenure	1	1	1
Lost Nation . . .	1 ^b	1 ^b	1	1
	Tenure	1	1	1
Louisa-Muscatine .	0	0	1	1
	Tenure	0	0	1
Lowden	0	0	0	1
	Tenure	0	0	0
Luverne	0	0	0	0
	Tenure	0	0	0
Lynnville-Sully .	0	0	1	1
	Tenure	0	0	1
Lytton	0	0	0	0
	Tenure	0	0	0
Madrid	1	1	1	1
	Tenure	0	1	1
Mallard	0	0	0	0
	Tenure	0	0	0
Malvern	0	0	0	0
	Tenure	0	0	0
Manilla	0	1	0	1
	Tenure	0	0	0
Manning	0	0	1	1
	Tenure	0	0	1
Manson	1	1	1	0
	Tenure	1	1	0
Marathon	0	0	0	0
	Tenure	0	0	0
Mar-Mac	0	0	0	0
	Tenure	0	0	0
Martensdale-	0	0	0	0
St. Marys . . .	Tenure	0	0	0
Maurice-	1	1	1	1
Orange City . .	Tenure	0	1	1

TABLE IX (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Maxwell	1	1	1	1
	Tenure	1	1	1
Melcher-Dallas . .	1	1	1	1
	Tenure	1	1	1
Melvin	1	1	1	0
	Tenure	1	1	0
Menlo	0	0	0	0
	Tenure	0	0	0
Meriden-Cleghorn .	0	0	0	1
	Tenure	0	0	0
Meservey-Thornton	1	1	0	0
	Tenure	1	0	0
Midland	1	1 ^b	0	1
	Tenure	1	0	0
Miles	0	0	0	0
	Tenure	0	0	0
Milford	0	0	0	0
	Tenure	0	0	0
Mid-Prairie . . .	1	1	2	2
	Tenure	1	0	1
Mingo	0	1	1	1
	Tenure	0	1	0
Montezuma	1	1	2	2
	Tenure	1	1	2
Moravia	1	0	0	0
	Tenure	0	0	0
Mormon Trail . . .	1	1	0	0
	Tenure	1	0	0
Morning Sun . . .	0	0	0	0
	Tenure	0	0	0
Moulton-Udell . .	0	0	0	0
	Tenure	0	0	0
Murray	0	0	0	0
	Tenure	0	0	0
Nashua	1	0	1	1
	Tenure	0	0	1

TABLE IX (Continued)

School District	1964-65	1965-66	1966-67	1967-68
NESCO	0	0	0	0
	Tenure	0	0	0
New Hartford . . .	0	0	0	0
	Tenure	0	0	0
New London	0	0	0	0
	Tenure	0	0	0
New Market	0	0	0	0
	Tenure	0	0	0
New Monroe	0	0	0	0
	Tenure	0	0	0
New Providence . .	0	0	0	1
	Tenure	0	0	0
Newell-Providence	1	1	0	0
	Tenure	1	0	0
Nishna Valley . .	1	0	1	1
	Tenure	0	0	1
Nora Springs-	0	1	0	0
Rock Falls . .	Tenure	1	0	0
North Central . .	0	1	0	1
	Tenure	0	0	0
North Mahaska . .	1	1	1	0
	Tenure	1	1	0
North Polk	0	0	0	0
	Tenure	0	0	0
North Winneshiek ^h	---	0	0	0
	Tenure	0	0	0
Northeast	1	1	1	2
	Tenure	1	1	1
Northeast	1	0	0	1
Hamilton	Tenure	0	0	0
Northwest Webster	0	0	0	1
	Tenure	0	0	0
Norwalk	1	1	1	1
	Tenure	1	1	1
Norway	0	0	0	0
	Tenure	0	0	0
Oakland	0	0	0	0
	Tenure	0	0	0

TABLE IX (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Ocheyedan	0	0	0	0
	Tenure	0	0	0
Odebolt-Arthur . .	1	2	2	2
	Tenure	1	2	2
Ogden	2	1	1	1
	Tenure	1 ^b	1	1
Olin	0	1 ^b	0	0
	Tenure	0	0	0
Orient-Macksburg .	0	0	0	0
	Tenure	0	0	0
Oxford Junction .	1 ^b	1 ^b	0	1 ^b
	Tenure	1	0	0
Palmer	0	0	1 ^b	1 ^b
	Tenure	0	0	1
Panora-Linden . .	1	1	1	1
	Tenure	1	1	1
Parkersburg . . .	0	0	0	0
	Tenure	0	0	0
Paton-Churdan . .	0	0	0	0
	Tenure	0	0	0
Paullina	0	0	1	1
	Tenure	0	0	1
Pekin	1	1	1	1
	Tenure	1	1	0
Plainfield	0	0	0	0
	Tenure	0	0	0
Pleasant Valley .	1	2	2	5
	Tenure	1	2	1
Pleasantville . .	1	1	1	1
	Tenure	1	1	1
Pocahontas	0	0	1	1
	Tenure	0	0	1
Pomeroy	0	0	0	0
	Tenure	0	0	0
Postville	0	0	0	1
	Tenure	0	0	0
Prairie	1	1	0	1
	Tenure	1	0	0

TABLE IX (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Prairie City . . .	0	0	1 ^b	1 ^b
	Tenure	0	0	1
Prescott	0	0	0	0
	Tenure	0	0	0
Preston	0	0	0	0
	Tenure	0	0	0
Primghar	0	0	1	1
	Tenure	0	0	1
Radcliffe	1	1	1	1
	Tenure	1	1	1
Rake	0	0	0	0
	Tenure	0	0	0
Reinbeck	1	1	1	0
	Tenure	1	1	0
Rembrandt	0	0	0	0
	Tenure	0	0	0
Remsen-Union . . .	0	0	1	1
	Tenure	0	0	1
Ringsted	0	0	0	0
	Tenure	0	0	0
Rock Valley . . .	0	1	1	1
	Tenure	0	1	1
Rockwell-	0	0	1	1
Swaledale . . .	Tenure	0	0	1
Rockwell City . .	0	0	0	0
	Tenure	0	0	0
Roland	1	1	1	1
	Tenure	1	1	1
Rolfe	1	1	0	0
	Tenure	0	0	0
Rudd-Rockford-	1	1	1	1
Marble Rock . .	Tenure	1	1	1
Russell	0	0	0	0
	Tenure	0	0	0
Ruthven	1	1	1	1
	Tenure	1	1	1
Sabula	0	0	0	0
	Tenure	0	0	0

TABLE IX (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Sanborn	0	0	0	0
	Tenure	0	0	0
Schaller	0	0	0	1
	Tenure	0	0	0
Schleswig	1	0	0	0
	Tenure	0	0	0
Scranton	0	1	1 ^b	1 ^b
	Tenure	0	1	1
Semco	0	0	1	1
	Tenure	0	0	0
Sentral	0	0	0	0
	Tenure	0	0	0
Sergeant Bluff-	0	0	1	0
Luton	Tenure	0	0	0
Seymour	0	0	1	1
	Tenure	0	0	1
Sheffield-Chapin .	0	1	1	1
	Tenure	0	1	1
Shelby	0	0	0	0
	Tenure	0	0	0
Shellsburg	0	0	0	0
	Tenure	0	0	0
Sidney	0	0	1	0
	Tenure	0	0	0
Sioux Center . . .	1	1	1	1
	Tenure	1	1	0
Sioux Rapids . . .	0	0	0	0
	Tenure	0	0	0
Sioux Valley . . .	0	0	0	0
	Tenure	0	0	0
Solon	0	0	1	1
	Tenure	0	0	1
South Clay	0	0	0	0
	Tenure	0	0	0
South Hamilton . .	1	1	1	2
	Tenure	1	1	1
South Winneshiek .	0	0	0	0
	Tenure	0	0	0

TABLE IX (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Southeast Warren .	1	1	1	0
	Tenure	1	1	0
Springville . . .	0	0	0	0
	Tenure	0	0	0
Stanton	0	0	0	0
	Tenure	0	0	0
Steamboat Rock . .	0	0	0	0
	Tenure	0	0	0
Story City	0	1	1	1
	Tenure	0	1	1
Stratford	0	0	0	0
	Tenure	0	0	0
Stuart	0	0	1	1
	Tenure	0	0	1
Sumner	1	1	1	1
	Tenure	1	0	1
Sutherland	0	0	0	0
	Tenure	0	0	0
Swea City	0	0	0	0
	Tenure	0	0	0
Terril	0	0	1	0
	Tenure	0	0	0
Thompson	0	0	0	0
	Tenure	0	0	0
Tipton	1	1	1	1
	Tenure	1	1	1
Titonka	0	0	0	0
	Tenure	0	0	0
Treynor	0	0	0	0
	Tenure	0	0	0
Tri-Center	1	0	0	0
	Tenure	0	0	0
Tri-County	0	0	0	0
	Tenure	0	0	0
Tripoli	0	0	0	1
	Tenure	0	0	0
Troy Mills ^d . . .	0	---	---	---
	Tenure	---	---	---

TABLE IX (Continued)

School District	1964-65	1965-66	1966-67	1967-68
Twin Cedars . . .	0	0	0	0
	Tenure	0	0	0
Twin Rivers . . .	0	0	0	0
	Tenure	0	0	0
Underwood	0	0	1	1
	Tenure	0	0	1
Union-Whitten . .	0	0	0	0
	Tenure	0	0	0
United	1	0	0	0
	Tenure	0	0	0
Urbana	0	0	0	0
	Tenure	0	0	0
Valley	1	1	1	1
	Tenure	1	0	1
Van Meter	1	1	1	1
	Tenure	1	1	1
Ventura	0	0	0	0
	Tenure	0	0	0
Villisca	1	2	1	1
	Tenure	1	1	1
WACO	1	1	1	1
	Tenure	1	1	1
Walcott ⁱ	1	---	---	---
	Tenure	---	---	---
Walker ^d	0	---	---	---
	Tenure	---	---	---
Wall Lake	0	0	0	1
	Tenure	0	0	0
Walnut	1	1	1	1
	Tenure	1	1	1
Wapsie Valley . .	0	0	0	0
	Tenure	0	0	0
Waukee	0	0	0	0
	Tenure	0	0	0
Wellsburg	0	0	0	0
	Tenure	0	0	0
West Bend	0	0	0	1
	Tenure	0	0	0

TABLE IX (Continued)

School District	1964-65	1965-66	1966-67	1967-68
West Branch . . .	1	0	1	1
	Tenure	0	0	1
West Burlington .	0	0	0	0
	Tenure	0	0	0
West Central . . .	0	0	0	1
	Tenure	0	0	0
West Harrison . .	0	0	0	0
	Tenure	0	0	0
Westfield	0	0	0	0
	Tenure	0	0	0
Wheatland	0	0	0	1 ^b
	Tenure	0	0	0
Whiting	0	0	0	0
	Tenure	0	0	0
Willow	0	0	0	0
	Tenure	0	0	0
Wilton	0	0	0	0
	Tenure	0	0	0
Winfield-Mt. Union	0	1	0	0
	Tenure	1	0	0
Woden-Crystal Lake	0	0	0	0
	Tenure	0	0	0
Woodbine	1	1	1	0
	Tenure	1	1	0
Woodbury Central .	1	1	1	1
	Tenure	1	1	1
Woodward-Granger .	0	0	0	0
	Tenure	0	0	0
Yale-Jamaica-Bagley	0	1	1	1
	Tenure	0	1	1

^aTenure indicates number of counselors remaining in system from previous year.

^bCounselors who served in more than one school district in the same year.

^cCambria-Corydon School District became Wayne Com-

munity School District after the 1965-66 school year.

^dCoggon, Troy Mills, and Walker School Districts reorganized to form the North Linn District which is in the Class B group.

^eCorrectionville and Cushing School Districts reorganized to form the Eastwood District which began functioning in the 1966-67 school year.

^fCylinder became a part of the Emmetsburg District at the end of the 1965-66 school year.

^gThe Geneseo District became a part of the Dysart District at the end of the 1965-66 school year.

^hNorth Winneshiek High School District was organized during the 1965-66 school year.

ⁱWalcott, an elementary district, became a part of the Davenport School District the 1965-66 school year.

districts that did not employ an approved counselor during this study.

A unique situation exists in Group C. Due to the small enrollment in many of these school districts and the shortage of approved counselors, a few counselors served more than one school district during the same school year. The number of counselors who served in more than one school district increased each year as follows: two in 1964-65, five in 1965-66, six in 1966-67, and eight in 1967-68. The counselors that were employed in more than one school district in the same year, as indicated in Table IX, were only counted once in arriving at the total number of employed approved counselors.

Only four school districts employed more than one approved counselor. These districts were Odebolt Arthur, Ogden, South Hamilton, and Pleasant Valley. In 1964-65, Pleasant Valley employed 1 approved counselor; this number increased to 5 the last year of the study. The reasons for this increase were as follows: the school district enrollment increased tremendously, and their philosophy that counselors were also essential in the elementary grades.

Pleasant Valley had the largest growth in number of approved counselors employed of any school district listed in Group B or Group C.

The study showed that 102 approved counselors were employed in this group of 325 school districts for the 1964-65 school year. The mobility or turnover following that school year, as seen in Table X, was 29, a rate of 28.4 per cent. Seventeen or 6.7 per cent of the approved counselors left the field of Iowa public school counseling. Three or 2.9 per cent moved to a Group B school district, 4 or 3.9 per cent moved to a Group A school district, and 5 or 4.9 per cent moved to another Group C school district.

The mobility or turnover following the 1965-66 school year was 40, a rate of 33.9 per cent. The study showed that 26 or 22.0 per cent of the approved counselors left the field of Iowa public school counseling. Three or 2.5 per cent moved to a Group B school district, 4 or 3.4 per cent moved to a Group A school district, and 7 or 5.9 per cent moved to another Group C school district.

The mobility following the 1966-67 school year was 41, a rate of 32.0 per cent. Twenty-two or 17.2 per cent

TABLE X

MOBILITY OF IOWA PUBLIC SCHOOL APPROVED COUNSELORS
IN NUMBERS AND PERCENTAGES FOR DISTRICTS WITH
HIGH SCHOOL ENROLLMENT OF 1 THROUGH 299

School Year	Total Number Counselors Employed	Total Mobility Counselors		Leaving Public School Counseling		Counselors Moved to Group B		Counselors Moved to Group A		Counselors Moved Within Group C	
		No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent
1964-65	102	29	28.4	17	16.7	3	2.9	4	3.9	5	4.9
1965-66	118	40	33.9	26	22.0	3	2.5	4	3.4	7	5.9
1966-67	128	41	32.0	22	17.2	6	4.7	5	3.9	8	6.3

of the approved counselors left the field of Iowa public school counseling. Six or 4.7 per cent moved to a Group B school district, 5 or 3.9 per cent moved to a Group A school district, and 8 or 6.3 per cent moved to another Group C school district.

Replacements to reach the 118 employed approved counselors for the 1965-66 school year, as seen in Table XI, were as follows: 37 or 31.4 per cent were employed for the first time as approved counselors, 1 or 0.8 per cent came from a Group B school district, 2 or 1.7 per cent came from a Group A school district, and 5 or 4.2 per cent came from another Group C school district. The increase in the number of employed approved counselors over the previous year was 16 or 15.7 per cent. First time employed counselors refer to individuals who were employed in that capacity during the years of this study. Any approved counselor who left the field for one or more years and reentered the field of Iowa public school counseling during this study was considered as being a first time employed approved counselor.

There were 128 approved counselors employed in this

TABLE XI

GROWTH AND REPLACEMENT OF IOWA PUBLIC SCHOOL APPROVED COUNSELORS
IN NUMBERS AND PERCENTAGES FOR DISTRICTS WITH
HIGH SCHOOL ENROLLMENT OF 1 THROUGH 299

School Year	Total Number Counselors Employed	First Time Employed Counselors		Counselors Moved From Group B		Counselors Moved From Group A		Counselors Moved Within Group C		Increase From Previous Year	
		No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent	No.	Per cent
1965-66	118	37	31.4	1	0.8	2	1.7	5	4.2	16	15.7
1966-67	128	41	32.0	2	1.6	0	0.0	7	5.5	10	8.5
1967-68	139	40	28.8	2	1.4	2	1.4	8	5.8	11	8.6

group for the 1966-67 school year. Replacements to reach that total were as follows: 41 or 32.0 per cent were employed for the first time as approved counselors, 2 or 1.6 per cent came from a Group B school district, and 7 or 5.5 per cent came from another Group C school district. The increase in the number of employed approved counselors over the previous year was 10 or 8.5 per cent.

There were 139 approved counselors employed in this group for the 1967-68 school year. Replacements to reach the 139 total for that year were as follows: 40 or 28.8 per cent were employed for the first time as approved counselors, 2 or 1.4 per cent came from a Group B school district, 2 or 1.4 per cent came from a Group A school district, and 8 or 5.8 per cent came from another Group C school district. The increase in the number of employed approved counselors over the previous year was 11 or 8.6 per cent.

For the entire three years, Group C showed a turnover of 110, a rate of 31.6 per cent as seen in Table V, page 24. The total increase in the number of employed counselors was 37, a rate of 10.6 per cent, for the three year period. The number of approved counselors who remained in a Group C

school system for two consecutive years was 74, for three consecutive years was 35, and for four consecutive years was 35.

There were 39 school districts in Group A, as seen in Table XII, for all years of the study. Of the 39 school districts, 38 or 97.4 per cent had employed an approved counselor for the 1964-65 and 1965-66 school years. Each of the 39 school districts had employed an approved counselor for the 1966-67 and 1967-68 school years. This group of school districts exceeded both other groups in the percentage that employed approved counselors.

Group B had 95 school districts in operation during the 1964-65 school year and 78 or 82.1 per cent employed an approved counselor. The following school year there were 96 school districts and 82 or 85.4 per cent employed an approved counselor. There were 96 school districts in this group for the remainder of the study. One unique difference in Group B was a decrease occurred in the number of school districts employing an approved counselor for the 1966-67 school year. Of the 96 school districts, 81 or 84.4 per cent employed an approved counselor. The 1967-68

TABLE XII

IOWA PUBLIC SCHOOL DISTRICTS EMPLOYING APPROVED COUNSELORS
IN NUMBERS AND PERCENTAGES BY HIGH SCHOOL ENROLLMENT

School Year	GROUP A - 600 OR MORE			GROUP B - 300-599			GROUP C - 1-299		
	School Districts	Districts Employed Approved Counselors		School Districts	Districts Employed Approved Counselors		School Districts	Districts Employed Approved Counselors	
		No.	Per cent		No.	Per cent		No.	Per cent
1964-65	39	38	97.4	95	78	82.1	325	100	30.8
1965-66	39	38	97.4	96	82	85.4	323	119	36.8
1966-67	39	39	100.0	96	81	84.4	320	129	40.3
1967-68	39	39	100.0	96	82	85.4	320	138	43.1

school year was the same as the 1965-66 school year. This group ranked second in the percentage of school districts that employed an approved counselor.

The total number of school districts in Group C varied from 320 to 325 because of reorganization. There were 325 school districts operating the 1964-65 school year and only 100 or 30.8 per cent employed an approved counselor. The next school year 119 or 36.8 per cent of the 323 school districts employed an approved counselor. During the 1966-67 and 1967-68 school years the number of school districts remained constant at 320. Only 129 or 40.3 per cent employed an approved counselor the 1966-67 school year. The next school year 138 or 43.1 per cent employed an approved counselor. Group C had the lowest percentage of school districts employing approved counselors. The information in Table XII reveals that the smaller school districts had problems employing approved counselors.

CHAPTER III

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

I. SUMMARY

The purpose of this study was to determine the growth and mobility or turnover of approved guidance counselors in Iowa's public school districts over a three year period. The increase in the number of employed approved counselors was determined on a yearly basis. Mobility was determined in the following manner: approved counselors who moved to a smaller or larger enrollment group, those that moved to another public school district with approximately the same enrollment, and the number of counselors who left the field of Iowa public school counseling. The number of school districts that employed an approved counselor was noted. Through the study of counselor mobility, their tenure was revealed.

Data for the academic years 1964-65, 1965-66, 1966-67, and 1967-68 were gathered from the "Employed Approved Counselors in Iowa" and "Data on Iowa Schools" issued by the Iowa State Department of Public Instruction.

Data for the above mentioned years were also gathered from the "Directory of Iowa High Schools" published by the Iowa Association of School Boards, Incorporated. These data were cross checked for accuracy with the files and cards in the office of the Iowa Department of Public Instruction. Forms were developed to record the name of each high school district in the state and the name or names of their employed approved counselors. This information was classified into three separate categories according to the high school enrollment for the 1965-66 academic year. From these data, tables were compiled indicating growth, mobility, and tenure of employed approved counselors between 1965 and 1968.

The mobility of Iowa public school approved counselors was determined. Following the 1964-65 school year Group A had a mobility rate of 15.1 per cent, Group B had a rate of 21.3 per cent and Group C had a rate of 28.4 per cent. This was the lowest rate of mobility for Group C during the study.

After the 1965-66 school year Group A had a mobility rate of 13.6 per cent. This was the lowest rate of mobility for all groups during the three year period.

Group B had a mobility rate of 22.2 per cent, the highest rate for this group. Group C had a mobility rate of 33.9 per cent. This rate was the highest for all groups in any school year.

Group A had its highest rate of mobility following the 1966-67 school year, a rate of 16.7 per cent. Group B had its lowest rate of mobility, a rate of 21.3 per cent. Group C had a mobility rate of 32.0 per cent.

For each year of the study Group A had the lowest rate of mobility while Group C had the highest rate of mobility.

The mobility of Group A for three years was 122 or a rate of 15.2 per cent. Group B had a turnover of 76 counselors or a rate of 21.6 per cent. The highest rate for the three years was found in Group C. The turnover was 110 counselors or a rate of 31.6 per cent.

The growth or increase of Iowa public school counselors was determined. Group A had an increase of only 6 approved counselors, a rate of 2.4 per cent, for the 1965-66 school year. This was the lowest rate of growth for all groups during the study. Group B had an increase

of 9 approved counselors, a rate of 8.3 per cent. Group C had an increase of 15 approved counselors or a rate of 15.7 per cent. Group C had the highest rate of growth in all three groups.

For the 1966-67 school year Group A had a growth rate of 14.0 per cent. Groups B and C had an identical growth rate of 8.5 per cent for this school year.

Groups A and B had their highest rate of growth in the 1967-68 school year. Group A had a growth rate of 14.7 per cent, while Group B had 8.7 per cent. Again Group C was comparable to Group B with a growth rate of 8.6 per cent.

The growth of employed approved counselors for the three year period was identical in Groups A and C with a rate of 10.6 per cent. The increase in the number of counselors per year in Group B was very stable. It varied from a growth rate of 8.3 per cent to 8.7 per cent. The growth rate for Group B for the three year period was 8.5 per cent.

The turnover for all three groups following the 1964-65 school year was 90 counselors, a rate of 19.5

per cent. The next year 101 counselors moved, a rate of 20.5 per cent. Following the 1966-67 school year, the total number of approved counselors who moved was 117, a rate of 21.4 per cent. There was a total of 1,501 employed approved counselors working in the Iowa public schools during the 1964-65, 1965-66, and 1966-67 school years. Of this total, 308 or a rate of 20.5 per cent were involved in mobility.

The largest number of counselors involved in mobility left the field of Iowa public school counseling. Of the 308 approved counselors involved in mobility, 235 counselors, or 76.3 per cent, left the field of Iowa public school counseling. The other seventy-three counselors were mobile in the following manner: ten counselors moved to a school district with a smaller enrollment, thirty-two counselors moved to a school district of larger enrollment, and thirty-one moved to another school district within the same enrollment group.

Group A had the highest percentage of school districts that employed approved counselors. The variation of school districts employing counselors ranged from 97.4 per cent

to 100 per cent.

Group B's percentage of school districts that employed approved counselors varied from 82.1 per cent to 85.4 per cent. Group C had the lowest percentage of school districts employing approved counselors. The lowest percentage was 30.8 in 1964-65 and this increased to 43.1 per cent for the 1967-68 school year. Even though Group C had approximately a 13 per cent increase in the number of school districts employing approved counselors, it remained the lowest percentage of all groups.

II. CONCLUSIONS

A study of the data collected and analyzed revealed a high rate of mobility of approved counselors in Iowa public schools for a three year period. Each year of the study there was a gradual increase in the number of employed approved counselors.

1. The smaller the enrollment of a school district, the more difficult it was to employ and retain an approved counselor.
2. The best tenure was found in Group A, which had a turnover of 15.2 per cent for the three year period, while the following percentages were found in the other groups: Group B, 21.6 per cent; Group C, 31.6 per cent.

3. Approximately one out of seven counselors in Group A was involved in mobility, while one out of five in Group B, and one out of three in Group C was so involved.
4. The greatest mobility that took place within the same enrollment group was found in Group C, which exceeded the combined mobility that occurred within Group A and within Group B.
5. The mobility within the same size school district was almost identical with the mobility to a larger school district.
6. Since three-fourths of the approved counselors involved in mobility left the field of Iowa public school counseling, the shortage of approved counselors will continue to exist until methods or means are found to retain those counselors in public school counseling.

III. RECOMMENDATIONS

The purpose of this study has been to gather information relative to the growth and mobility of approved counselors in Iowa public schools and to present it in such a manner as to make the information of practical value to high school administrators, counselors, prospective counselors, educators in the guidance field, and the Iowa State Department of Public Instruction.

On the basis of the preceding study a number of

recommendations concerning the employment of approved counselors in Iowa public schools are made:

1. Educational institutions and the State Department of Public Instruction should make known and emphasize the critical shortage of approved counselors in Iowa public schools.
2. Educators should encourage personnel that have the qualifications for guidance work to enter the guidance field.
3. School administrators should study their own situations to determine how best to correct mobility problems or to improve their guidance programs and facilities.
4. Further reorganization of the smaller public schools of Iowa is needed to enable these districts to employ approved counselors.
5. The employment of an approved counselor to work in two small districts should be encouraged and continued until further reorganization occurs.
6. A study should be conducted to determine why so large a number of approved counselors involved in mobility left the field of Iowa public school counseling.
7. It is further recommended that a similar study be made in two years to determine any significant change in approved counselor mobility, growth, and tenure.

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